



# THE CORNERSTONE EAGLE

**JUNE 2021 on Coping With Anger**



CORNERSTONE  
INTERNATIONAL  
GROUP

‘Well, that’s the dumbest thing I’ve ever heard. What do you think I am ... stupid or something?’

‘You make me angry! You must think I was born just yesterday!’

‘I agree to disagree. Let’s sit down and talk about it.’



Anger is an emotion we all feel, and one that many people find hard to deal with. It can manifest itself in aggressive, confrontational behavior, or in more passive but no less damaging ways. One in three people say they have a close friend or family member who has anger problems. Research suggests that many of us will encounter work situations where emotions run high, and may spill over into anger. **MORE LATER**

**Simon Wan**

**Chief Executive**

**Cornerstone International Group**

**Email: [simon-wan@cornerstone-group.com](mailto:simon-wan@cornerstone-group.com)**

## About Cornerstone International Group

**Cornerstone International Group** is a Global Talent Consultancy Group founded in 1989 with some 60 offices worldwide and headquarters in Shanghai, China and Atlanta, USA. Our **mission** is to accelerate the success of our clients by providing top-quality consulting services in the field of talent recruitment and coaching solutions that are **faster, better and at a value** that serves our clients locally and globally. We provide a proven approach to Executive Search, Executive Coaching and Board Solutions in China, Asia and across Europe and Americas. A global member of the Association of Executive Search and Leadership Consultants (AESC), **Cornerstone** is recognized as having the highest level of quality in the industry. Cornerstone is also named by Forbes as one of the Best Management Consulting Firms in Executive Search in 2016, 2017 & 2018, 2019 and ranked by Hunt Scanlon as top Global 25 groups in 2018-2020.

# Coping Better with Anger

## Understanding Your Anger and What to Do About It

What Is Anger? Psychologist defines anger as "an unpleasant emotion ranging in intensity from irritation or annoyance to fury or rage."



Yet we all regularly experience events that could make us angry, such as Frustration and powerlessness, Harassment and bullying, Exhaustion and burnout from stress. But what makes people angry is different for everyone. Things that infuriate some of us don't bother others at all.

## Recognizing Anger

Anger and aggression are not the same thing. Anger is an emotion, while aggression is a behavior. Not everyone who feels angry is aggressive, and vice versa. Sometimes we may be aggressive because we feel afraid or threatened.

You might not yell or confront others but still feel angry. In fact, **passive-aggressive** people can be as difficult to deal with as those who scream and shout. When someone is being passive-aggressive, they vent their anger in an indirect manner.

Also, some of us might show no angry outward signs whatsoever – however furious we are. But suppressing emotions can actually do more damage than showing your anger.

## The Dangers of Anger

An appropriate level of anger can spur us to take proper action, solve problems, and handle situations constructively. However, uncontrolled anger in the workplace can have many negative consequences. It can cloud our ability to make good decisions, affect relationships with co-workers, and destroy trust between team members.

Effective team working is based on sharing ideas in a supportive environment. If people think their team leader will fly into a rage if they suggest something, they'll stop contributing and the team won't function at its best.



Unexpressed anger can be as harmful as outward rage. You may not express your anger but instead bear grudges or feel like you're a victim, with damaging consequences for team cohesion.

Frequent anger, whether expressed or not, poses health risks, too. One study found that people who get angry regularly are more likely to suffer from heart disease. Research also highlights a link between anger and anxiety or depression.

## Manage Anger

Once you recognize what's causing anger, you can start to manage the triggers. That way, you'll accomplish more, stress less, and avoid feeling overwhelmed or powerless.

### PRACTICAL TIPS that you can take to prevent or manage Anger:

1. **Learn to recognize the onset of anger.**

When you become angry, your heart rate rises, and you breathe faster. It's the classic "fight-or-flight" response. Be vigilant, so you can start dealing with your anger early, before it gets out of control.

2. **Give yourself a time-out.** Stop yourself from "leaping in" with an angry response to a situation. Pause, and count to 10 before you act or speak.

3. **Breathe slowly.** Regulating your breathing and other simple relaxation techniques can combat the onset of anger – they calm you down and allow you to think clearly.

4. **Exercise regularly.** Exercise releases chemicals such as dopamine and serotonin into your body which can improve your state of mind and make you less prone to anger.

5. **Find some quiet time.** Regularly practicing calming techniques such as Mindfulness or Centering is a great way to cope better with stress and frustration.

6. **Avoid alcohol.** Alcohol lowers your inhibitions and can make angry outbursts more likely.



7. **Express emotion.** Talk about your feelings with a close friend or loved one, and consider keeping a journal.
8. **Let go of angry thoughts.** Try not to think that the world's unfair, or that everyone and everything is against you. They're not.
9. **Assert yourself.** Assertiveness is not aggression. Learn to get what you want while taking account of others and respecting their feelings. But speak up for yourself and tell people when you think they're wrong.



In summary, start to manage your anger by recognizing it. Then, take steps to address it by tackling the source of your anger. Use relaxation techniques to deal with outbursts. In the longer term, try to develop self-awareness, emotional intelligence, and resilience to **Cope Better with Angry Feelings.**

## Food for Thought from the Bible

### Psalm 86:15

“But you, O Lord, are a God merciful and gracious, slow to anger and abounding in steadfast love and faithfulness.”

### James 1:19

“Know this, my beloved brothers: let every person be quick to hear, slow to speak, slow to anger...”



***Our Editor, Kuang Fu at [kuang-fu@cornerstone-group.com](mailto:kuang-fu@cornerstone-group.com) would love to hear from you if you have special thoughts to share.***

